

## PalArch's Journal of Archaeology of Egypt / Egyptology

### Did ISO 45001, ISO 22000, ISO 14001 and ISO 9001 Influence Financial Performance? Evidence from Indonesian Industries

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**Keywords: ISO 22000, ISO 9001, ISO 45001, ISO 14001, Financial Performance.**

#### ABSTRACT

The purpose of this study was to analyze the influence of ISO 22000 food safety management system, ISO 9001 quality management system, ISO 45001 safety management system and ISO 14001 on financial performance of manufacturing industries. This research method is a quantitative method with data processing tools using the SmartPLS version 3.0 program. The research data were obtained from an online electronic questionnaire distributed online using a snowball sampling system. The respondents of this study were 200 managers of manufacturing company. The results of data analysis show that ISO 22000, ISO 9001, ISO 45001 and ISO 14001 influence financial performance. The novelty of this study is the first ISO 9001, ISO 45001 and ISO 14001 research model with on Financial performance.

#### INTRODUCTION

ISO as an International Standard brings technological, economic and social benefits. In addition, the benefits of ISO are to help align technical specifications of products and services, make industry more efficient, and prevent barriers to

international trade. ISO helps assure consumers that products are safe, efficient and good for the environment. ISO has developed material standards in describing economic and social benefits. It is intended to be known by decision makers and stakeholders, as concrete examples of standard values. ISO as an International Standard is a strategic guideline and tool to help companies overcome some of the most demanding challenges of modern business. Ensuring that business operations are as efficient as possible, increase productivity and help companies access new markets. The benefits of ISO are certainly not only felt by the company, but also clients and customers. According to Sunarsih (2020); Bernarto (2020); Sartika (2020) The benefits of ISO for companies include: Cost savings. Helping to optimize operations, thereby increasing the bottom line both during production and marketing. Increasing customer satisfaction. Helping to improve the quality of goods, increasing customer satisfaction and increasing sales. Opening access to new markets. Helping prevent Trade barriers and opening up global markets Increased market share Helps increase company productivity and competitive advantage Environmental benefits Helps reduce negative impacts on the environment According to Kadiyono (2020); Zena (2020); Cahyono (2020); Kartika (2020) ; Asbari (2020); Wibowo (2020); Nugroho (2020) and Purwanto (2020) Companies as business actors also benefit from taking part in the standard building process. One of the strengths of ISO standards is that ISO is made by people who need it. Industrial experts drive all aspects of the development process standards, from deciding whether a new standard is needed to technically define all content. Being involved in this process can bring significant benefits to your company, for example by providing early access to information that could shape future markets. Giving your company a voice in developing standards, helping to maintain open market access. ISO (International Organization for Standardization) certification is one of the international standards in a management system for measuring organizational quality. ISO certification has indeed become a standard that is widely used in various countries in the world because it plays an important role in measuring the credibility of companies that want to compete globally. In addition, ISO certification is also one way to improve its quality management system. The Influence of ISO Certification on Companies. Until now, the positive effect of ISO certification on companies, both affecting sales and other aspects, there are still many pros and cons. But in the business world, those who have ISO certification will have more chances to win the market competition. Certification shows a guarantee of the quality of the product or service offered, as well as consumer confidence in the related brand. Based on OSS Certification, ISO certification has several benefits for companies as a standard reference, namely increasing company credibility and customer trust, ensuring quality with international standards, saving costs to anticipate worsening performance, optimizing employee performance, and enhancing company image. These benefits are expected to increase and affect sales. If we refer to the research that has been done, several studies have shown that there is a positive impact of ISO certification on sales but some have not. An example of the results of ISO certification research that shows an influence on sales is the research conducted by Forker (1996) with a sample of 65 furniture companies. On the other hand, some researchers found that ISO certification does not have a significant correlation with company performance in both financial and non-financial aspects. Research that shows no positive impact from ISO certification is a study conducted by Purwanto (2020) with a sample of 400 ISO-certified companies and 400 non-ISO-certified companies in Spain. This study concluded that certification does not have a positive correlation with

company profitability. The benefits of ISO certification have not been fully felt by all companies. Not all business people consider ISO certification important. Not all consumers pay attention to the existence of ISO certification and understand about it and then choose the product

ISO 22000: 2018 is the food safety standard for businesses in the global food chain. The International Organization for Standardization (ISO) developed the ISO 22000: 2018 standard, Food safety management systems - Requirements for every organization in the food chain standards. According to Sunarsih (2020); Bernarto (2020); Sartika (2020); Suheny (2020); Supriadi (2020); Kadiyono (2020); Zena (2020); Cahyono (2020); Kartika (2020); Asbari (2020); Wibowo (2020); Nugroho (2020) and Purwanto (2020) ISO 22000 provides requirements for a food safety management system and specifies what requirements an organization must meet to be able to control food safety hazards. Industries using ISO 22000 can be certified against the standards. ISO 22000 covers organizations throughout the food chain, from agriculture to the table. This standard is designed to ensure fair competition and provide communication within and between organizations along the food chain. This standard combines and complements the key elements of ISO 9001, the standard for quality management systems, as well as hazard analysis and critical control points (HACCP), a preventive approach to food safety. This standard provides a framework for organizations to develop, implement, monitor and continue improve their food safety management system, or FSMS (Food Safety Management System), in the context of their overall business risk. To comply with the standard, a business must meet all applicable legal and regulatory requirements regarding food safety. Organizations that wish to create a more focused, coherent and integrated FSMS than is required by law / regulation, can benefit from ISO 22000. This standard assists organizations in aspects of their operations, such as food safety, hazard control, their supply chain, HACCP, their business strategy and food search. ISO 22000 helps organizations minimize food risks and improve performance related to food safety. This is done by providing a framework they can use to develop an FSMS, a systematic approach to addressing food safety issues. According to Zena (2020); Cahyono (2020); Kartika (2020); Asbari (2020); Wibowo (2020); Nugroho (2020) and Purwanto (2020) Compliance with ISO 22000 provides benefits such as: Improved Health and safety - Minimizing food risks leads to better health and safety for customers, other users, employees, and others who may come into contact with food. Increased customer satisfaction - Having an FSMS helps you deliver products that meet customer expectations reliably Helps meet regulatory requirements - Compliance with regulatory requirements is required to achieve certification to ISO 22000. Having an FSMS can help companies meet these requirements and understand how they impact the organization and Help meet other standards and guidelines - ISO 22000 links to other international standards and guidelines and can help organizations meet the requirements of those systems. Enhanced transparency - ISO 22000 helps organizations increase the traceability of their products and achieve greater transparency with respect to operations. Increased response to risk - Having an FSMS can help organizations respond more quickly and efficiently to issues that could compromise food safety, helping them stop potential contamination before it occurs. Reduced investigation time - In the event of contamination, FSMS helps organizations reduce the time it takes to investigate any food safety breaches, solving problems faster.

ISO 45001 is an international standard that establishes standards or requirements for occupational health and safety / (SMK3) K3 management system, with guidance for its use, which enables an organization to proactively improve SMK3 performance in preventing occupational injuries and illnesses and diseases. is intended to be applicable to any organization regardless of size, type and nature. All requirements are intended to be integrated into the organization's own management processes, ISO 45001 certification allows an organization to be able to integrate with other management systems, such as ISO 9001 2015, ISO 14001 2015, and others. companies can build a systematic process to reduce the number of work accidents and can take into account the risks and hazards, as well as legal and other requirements related to the OSH management system. determine the hazards and risks associated with its activities and seek to eliminate those risks and hazards.

establishing operational controls to manage risks and hazards, and legal and regulatory aspects related to SMK3 to increase awareness of risks and hazards within the company environment. evaluating the performance of the K3 Management System and trying to improve it continuously. workers ensure that they take an active role in terms of SMK3 In a combination of measures that will ensure that the organization's reputation as a safe place to work is promoted. Implementing ISO 45001 can have direct benefits, such as: Increasing its ability to respond to regulatory compliance issues Reducing the overall cost of incidents, Reducing downtime and operating disruption costs, Reducing insurance premium costs, Reducing absenteeism and employee and turnover rates Recognition for reaching international standards

Recently, environmental issues have become a very popular theme in the international community. In the business world, this issue is trending so that companies create good and conditioned environmental conditions. A company is required to implement a management system to manage problems related to the environment. To help conserve the environment, the company not only concentrates on the quality of its products / services but also strives to contribute to environmental preservation in terms of products / services / production processes that are safe for the environment. In international trade organizations this issue is raised to establish an international standard regarding the environment. ISO 14001 series is a set of international standards in the field of environmental management which is intended to assist organizations around the world in increasing the effectiveness of their environmental management activities. ISO 14001 series includes several groups of environmental management tools, including Environmental Management Systems, Environmental Audits, Environmental Performance Evaluation, Ecolabels, and Product Life Cycle Studies. The adoption of these standards is voluntary. The most popular standard is ISO 14001 Environmental Management System which is the basis for ISO 14001 certification. Benefits of ISO 14001 Improves organizational image, Improves organizational environmental performance, Improves arrangement of environmental management laws and regulations, Reduces business risks

Improve activity efficiency, Increase competitiveness, Improve internal communication and good relations with various stakeholders, Improve organizational management by implementing planning, implementation, measurement and corrective action. The application of ISO 14001 standards will not directly and immediately provide tangible results of environmental performance improvement and environmental preservation. The potential for

improvement is gradual, but systematic and sustainable, and efficient. It is this gradual process that is expected to realize sustainable development (Sustainable Development), related to today's popular environmental issues, related parties can apply relevant ISO 14000 standards to improve the quality of environmental management.

The purpose of this study was to analyze the influence of ISO 22000 food safety management system, ISO 9001 quality management system, ISO 45001 safety management system and ISO 14001 on financial performance of manufacturing industries

**METHODS**

The method used in this research is quantitative method. Data collection by distributing questionnaires to 200 manages of manufacturing industries . The electronic questionnaire was distributed online using the snow ball sampling technique. Each closed question / statement item is given five answer options, namely: strongly agree (SS) score 5, agree (S) score 4, neutral / doubtful (N) score 3, disagree (TS) score 2, and strongly disagree. agree (STS) score 1. This method also used by research conducted by Sunarsih (2020); Bernarto (2020); Sartika (2020); Suheny (2020); Supriadi (2020) ;Kadiyono (2020);Zena (2020); Cahyono (2020); Kartika (2020) ;Asbari (2020) ;Wibowo ( 2020); Nugroho (2020) and Purwanto (2020).The method for processing and analyzing data is by using PLS and using SmartPLS version 3.0 software. Hypothesis testing in this study uses the Partial Least Square (PLS) method. PLS is an alternative method of analysis with variance-based Structural Equation Modeling (SEM). The advantage of this method is that it does not require assumptions and can be estimated with a relatively small number of samples. The results of the frequency descriptive data processing for the characteristics of the respondents provide an overview of the respondents who are sampled and answer the questionnaire.

The characteristics of the respondents are presented in table 1.The following:

**Table 1.** Respondent Descriptive Information

Criteria		Total
Age	< 30 Years	70
	30 - 40 Years	70
	> 40 Years	60
Working Periode	< 5 Years	60
	5-10 Years	50
	> 10 Years	80
Gender	Male	120
	Female	80

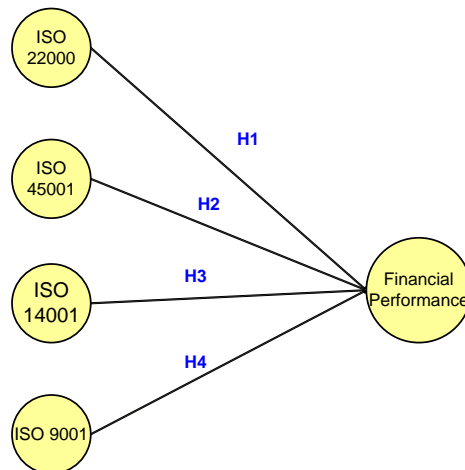


Figure 1. Research Model

Based on the study of existing theories and previous research, the following hypotheses were developed:

Hypothesis 1 (H1) : ISO 22000 influence Financial performance

Hypothesis 2 (H2) : ISO 45001 influence Financial performance

Hypothesis 2 (H3) : ISO 14001 influence Financial performance

Hypothesis 2 (H4) : ISO 9001 influence Financial performance

## RESULT AND DISCUSSION

### Convergent Validity Test

Convergent validity is the extent to which a measure is positively correlated with alternative measures of the same construct. To evaluate the convergent validity of the reflective constructs, we consider the outer loadings of the indicator and the average variance extracted (AVE). This analysis step also used by research conducted by Asbari (2020); Bernarto (2020); Sartika (2020); Suheny (2020); Supriadi (2020); Kadiyono (2020); Zena (2020); Cahyono (2020); Kartika (2020); Asbari (2020); Wibowo (2020); Nugroho (2020) and Purwanto (2020). A high outer loadings in the construct indicates that the related indicators have many similarities, which are captured by the construct. At a minimum, the outer loadings of all indicators must be statistically significant. The general rule is that the standard outer loadings must be 0.7 or higher. Consideration removes outer loadings. Rather than automatically removing the indicator when the outer loadings are below 0.70, researchers should carefully examine the effect of item deletion on composite reliability, as well as on the validity of the construct content. In general, indicators with outer loadings between 0.40 and 0.70 should be considered for removal from the scale only when removing the indicator leads to an increase in composite reliability (or average variance extracted) above the recommended threshold value. Another consideration in the decision whether to remove indicators is the extent to which their removal affects the validity of the content. Indicators with weaker outer loadings are sometimes maintained based on their

contribution to content validity. Indicators with very low outer loadings (below 0.40) should, however, always be omitted from the construct (Hair et al., 2011). For AVE values, AVE  $0.50 >$  or higher indicates that, on average, the construct explains more than half the variance of its indicator. In contrast, an AVE of less than 0.50 indicates that, on average, more variants remain in the item error than in the variance described by the construct. This analysis step also used by research conducted by Asbari (2020); Bernarto (2020); Sartika (2020); Suheny (2020); Supriadi (2020); Kadiyono (2020); Zena (2020); Cahyono (2020); Kartika (2020); Asbari (2020); Wibowo (2020); Nugroho (2020) and Purwanto (2020)

**Table 2. Indicator Loadings, Cronbach's Alpha, Composite Reliability, and Average Variance Extracted (AVE)**

Variables	Items	Loadings	Cronbach's Alpha	Composite Reliability	AVE
ISO 22000	F1	0.714	0.812	0.712	0.814
	F2	0.554			
	F3	0.812			
ISO 9001	Q1	0.765	0.898	0.798	0.898
	Q2	0.512			
	Q3	0.717			
ISO 45001	S1	0.889	0.807	0.916	0.975
	S2	0.710			
	S3	0.716			
ISO 14001	E1	0.811	0.806	0.998	0.976
	E2	0.789			
	E3	0.712			
Financial Performance (SP)	P1	0.712	0.789	0.898	0.876
	P2	0.617			
	P3	0.516			

### **Discriminant Validity Test**

Discriminant validity is the extent to which a construct is completely different from another by empirical standards. Thus, establishing discriminant validity implies that a construct is unique and captures phenomena that are not represented by other constructs in the model. Traditionally, researchers have relied on two measures of discriminant validity. Cross-loadings are usually the first approach to assessing the discriminant validity of indicators. This analysis step also used by research conducted by Asbari (2020); Bernarto (2020); Sartika (2020); Suheny (2020); Supriadi (2020); Kadiyono (2020); Zena (2020); Cahyono (2020); Kartika (2020); Asbari (2020); Wibowo (2020); Nugroho (2020) and Purwanto (2020). In particular, the outer loadings of the indicator on the associated construct must be greater than any cross-loadings (i.e., the correlation) of the other constructs.

Table 3. Discriminant Validity

Variables	F	S	S	E	P
ISO 22000	0.912				
ISO 9001	0.923	0.903			
ISO 45001	0.732	0.801	0.987		
ISO 14001	0.723	0.711	0.961	0.912	
Financial Performance	0.811	0.611	0.892	0.986	0.912

The results of the discriminant validity test in table 3 above can conclude that the model meets the discriminant validity show by all constructs that have AVE square root values above the correlation value with other latent constructs. The Fornell-Larcker criterion is a second approach to assessing discriminant validity. It compares the square root of the AVE value with the latent variable correlation. In particular, the square root of each AVE construct must be greater than the highest correlation with the other constructs. An alternative approach to evaluating the Fornell-Larcker criterion results is to determine whether the AVE is greater than the squared correlation with other constructs. The logic of the Fornell-Larcker method is based on the idea that constructs share more variance with related indicators than with other constructs.

**Table 4. Collinearity Statistics (VIF)**

Variables	Performance (P)
ISO 22000	1.072
ISO 9001	1.167
ISO 45001	1.156
ISO 14001	1.156
Financial Performance	1.345

Based on the test results in Table 4, all VIF scores for all variables are less than 5, meaning that this model does not have a collinearity problem. Hypothesis testing in PLS includes the direct effect significance test. The effect test is carried out using the t-statistical test in the partial least squared (PLS) analysis model using the SmartPLS 3.0 software. With the bootstrapping technique, the R Square value and the significance test value were obtained as shown in the Table below:

**Table 5. R Square Value**

	R Square	R Square Adjusted
Financial performance	0.980	0.689

According to Table 4 above, the R Square Financial performance (TP) value of 0.980 which means that the financial performance variable (SP) can be explained by ISO 22000, ISO 9001, ISO 45001 and ISO 14001 variable by 98%, while other



variables explain the remaining 8% (not discussed in this research). While Table 5 displays the effect between the research variables that have been mentioned are showed the T Statistics and P-Values .

### Hypothesis Test

Internal consistency reliability: composite reliability should be higher than 0.70 (in exploratory research, 0.60 to 0.70 is considered acceptable). Consider Cronbach's alpha as the lower bound and composite reliability as the upper limit of internal consistency reliability. Indicator reliability: the outer loadings of the indicator must be higher than 0.70. Indicators with outer loadings between 0.40 and 0.70 should be considered for removal only if deletion causes an increase in composite reliability and AVE above the threshold value of 0.5.. The t-statistic test in the partial least squared (PLS) analysis model using the help of SmartPLS 3.0 software perform using the direct effect test. This analysis step also used by research conducted Kadiyono (2020);Zena (2020); Cahyono (2020); Kartika (2020) ;Asbari (2020) ;Wibowo ( 2020); Nugroho (2020) and Purwanto (2020)The table below obtain the bootstrapping technique, R Square values, and significance test values: Table 6 shows t-statistics and p-values that show the influence between variable variables

**Table 6. Hypotheses Testing**

Hypotheses	Relationship	Beta	SE	T Statistics	P-Values	Decision
H1	F->FP	0.545	0.089	3.167	0.001	<i>Supported</i>
H2	Q->FP	0.553	0.062	3.189	0.002	<i>Supported</i>
H3	S->FP	0.612	0.145	2.489	0.001	<i>Supported</i>
H4	E->FP	0.614	0.156	2.408	0.001	<i>Supported</i>

Based on the statistical calculations summarized in Table 6 above, it is concluded that all variables by virtual leadership, transformational leadership and schools performance are positive and significant. Evidenced by the t-statistics value is greater than 1.96 and the p-value is smaller than 0.05. meaning that all hypotheses are accepted.

### Discussion

#### The influence ISO 22000 on Financial performance

Based on statistical calculations with PLS in Table 6 above, it can be concluded that the variable ISO 22000 positively and significantly affects the school performance variable. This is evidenced by the t-statistics value of 3.127 greater than 1.96 and the p-value of 0.001 less than 0.050. That is, the hypothesis is accepted. These findings are in line with and in accordance with the results of previous studies by Kadiyono (2020);Zena (2020); Cahyono (2020); Kartika (2020) ;Asbari (2020) ;Wibowo ( 2020); Nugroho (2020) and Purwanto (2020) which states that ISO 22000 has a positive and significant effect on schools

performance, meaning that ISO 22000 will encourage an increase in Financial performance.

#### **The influence ISO 9001 on Financial performance**

Based on statistical calculations with PLS in Table 6 above, it can be concluded that the variable ISO 9001 positively and significantly affects the school performance variable. This is evidenced by the t-statistics value of 3.189 greater than 1.96 and the p-value of 0.002 less than 0.050. That is, the hypothesis is accepted. These findings are in line with and in accordance with the results of previous studies by Kadiyono (2020); Zena (2020); Cahyono (2020); Kartika (2020); Asbari (2020); Wibowo (2020); Nugroho (2020) and Purwanto (2020); Cahyono (2020); Kartika (2020); Fahmi (2020); Sartika (2020) and Vizano (2020) which states that ISO 9001 has a positive and significant effect on schools performance, meaning that ISO 9001 will encourage an increase in Financial performance.

#### **The influence of ISO 45001 on financial performance**

Based on statistical calculations using PLS in Table 6 above, it can be concluded that the ISO 45001 variable positively and significantly affects the schools performance variable. This is evidenced by the t-statistics value of 2.489 which is greater than 1.96 and the p-value of 0.001 which is smaller than 0.05. That is, the hypothesis is accepted. These findings are in line with and in accordance with the results of previous studies by Kadiyono (2020); Zena (2020); Cahyono (2020); Kartika (2020); Asbari (2020); Wibowo (2020); Nugroho (2020) and Purwanto (2020); Abidina (2020); Zena (2020); Nugroho (2020); Dezky (2020); Asbari (2020); Bernarto (2020); Pramono (2020) which states that ISO 45001 has a positive and significant effect on financial performance, meaning that ISO 45001 will encourage an increase in financial performance.

#### **The influence of ISO 14001 on financial performance**

Based on statistical calculations using PLS in Table 6 above, it can be concluded that the ISO 14001 variable positively and significantly affects the schools performance variable. This is evidenced by the t-statistics value of 2.409 which is greater than 1.96 and the p-value of 0.001 which is smaller than 0.05. That is, the hypothesis is accepted. These findings are in line with and in accordance with the results of previous studies by Abidina (2020); Zena (2020); Nugroho (2020); Dezky (2020); Asbari (2020); Bernarto (2020); Pramono (2020); Kadiyono (2020); Zena (2020); Cahyono (2020); Kartika (2020); Asbari (2020); Wibowo (2020); Nugroho (2020) and Purwanto (2020) which states that ISO 14001 has a positive and significant effect on financial performance, meaning that ISO 14001 encourage an increase in financial performance.

### **Discussion**

According to Sudibjo (2020); Abidina (2020); Zena (2020); Nugroho (2020); Dezky (2020) In designing the OSH management system an organization must determine its needs independently in preventing work-related injuries and ill health for workers, ISO 45001 does not mention specific criteria regarding occupational health and safety performance and also does not determine the design of the

system. OHS management in the organization. Small businesses with a low level of risk may need to implement a simple and simple OSH management system, but large and high risk organizations may require more complex systems than small organizations. The difference in the implementation of the occupational health and safety management system is very likely depending on the effectiveness of the implementation in the organization. What are the benefits of implementing an ISO 45001 K3 Management System, By implementing an occupational health and safety management system, it can reduce and minimize work accidents or work-related illnesses. By implementing an occupational health and safety management system, we can determine the hazards and risks associated with its activities and try to eliminate them, or control them to minimize the potential impact of risks and hazards. Implementing an occupational health and safety management system can increase awareness of K3 risks. By implementing the Occupational Health and Safety Management System, help and comply with government regulations. By implementing an occupational health and safety Management System, it can establish operational controls to manage occupational health and safety risks and legal and other requirements. By implementing an occupational health and safety management system, we can evaluate occupational health and safety performance and seek to improve it, through appropriate and continuous actions, ensuring workers play an active role in OHS issues, maximizing the effectiveness and efficiency of workers and equipment by reducing downtime due to injury or illness. due to work, opening up new markets, especially for customers who require K3, meet Tender requirements, reduce overall incident costs, reduce downtime and operating interruption costs, reduce insurance premium costs, reduce absenteeism and employee turnover rates.

According to Abidina (2020); Zena (2020); Nugroho (2020); Dezky (2020); Asbari (2020); Bernarto (2020); Pramono (2020) Kadiyono (2020); Zena (2020); Cahyono (2020); Kartika (2020); Asbari (2020); Wibowo (2020); Nugroho (2020) and Purwanto (2020) Food Safety Management System based on ISO 22000 is a system that is applied to help organizations in quality and risk management related to food and beverages. This standard includes a number of key elements to form a food safety system, among which are HACCP and quality management. The ISO 22000 standard defines the requirements for a food safety management system covering all organizations in the food chain from processing from agriculture to consumption by customers, including caterers and packaging companies. ISO 22000 is the safety standard that is accepted and trusted worldwide. Organizations applying the ISO 22000 standard have complied with all relevant food regulatory safety requirements. The objective of the ISO 22000 standard is to plan, implement, operate, maintain and update a food safety management system that aims to provide safe food products for consumers. Benefits / Benefits felt by companies implementing ISO 22000, ISO 22000 implementation in a company is expected to provide benefits real in terms of customer satisfaction - through consistent delivery of products, meeting customer requirements including quality control, safety and legal compliance Reducing operational costs - through continuous improvement of the processes passed which results in operational efficiencies Operational efficiencies - by integrating the initial part of the programs (PRP & OPRP), HACCP with the ISO 9001 philosophy of Action Plan -Check-Do (PDCA) on increasing the effectiveness of the Food Safety Management System Improve relations with interested parties - including employees, customers and partners Legal compliance requirements - with an understanding of how the

requirements of a particular law and regulation have an important influence on an organization and your customers and the correctness of product testing through internal audits and management reviews Improved risk management controls - with genuine consistency and traceability of products produced Achieved public trust in the business d run - evidenced by independent third party verification against recognized standards Ability to get more business - particularly procurement specifications which require certification as a requirement as a partner.

According to Sunarsi (2020); Wibowo (2020); Nugroho (2020) and Purwanto (2020) Integrated Management System is a management system that combines all business components into one system. If your organization implements several ISO Management Standards and Systems, it is very necessary to integrate these management systems with an Integrated Management System. The benefits of an Integrated Management System are Reducing duplication of work, Reducing risks and increasing profits, Aligning goals, Aligning responsibilities and authorities, More focus on solving problems, Creating consistency, Increasing community effectiveness. An integrated management system is one where an organization has one system that combines 2 or more management system standards and meets the basic requirements of an integrated management system. Examples are ISO 9001 quality management systems, ISO 14001 environmental management systems, and OHSAS 18001 / ISO 45001 K3 management systems. An integrated management system is one where an organization has more than two management systems that are audited at the same time. An integrated management system is one where process owners can implement the system simultaneously for the benefit of meeting different standards. ISO Integration Management System is a management system that combines all business components into one system. If a company has implemented several ISO standards, of course it is very necessary to integrate an existing management system into one system, namely the ISO Integration Management system. According Wibowo (2020); Nugroho (2020) and Purwanto (2020) The management system needs to be integrated because it can connect the general requirements in the standards used, It can reduce duplication, can reduce procedures and processes that can be combined, can save costs, can increase company effectiveness and efficiency for the company, can help employees understand the need for a management system and how employees contribute to implementing the system effectively. The benefits of the ISO Integration System are that it can increase the effectiveness of the community, can create consistency, focus more on problem solving, harmonize responsibilities and authorities, align goals, reduce risks and increase profits and can reduce duplication of work. If an organization does not implement this ISO integration system, it will cause several problems including duplication of workload which can cause a decrease in time-oriented increase, management coordinators spend a lot of time managing the system, and work motivation decreases due to too much bureaucracy. According to Bernarto (2020); Pramono (2020) Kadiyono (2020); Zena (2020); Cahyono (2020); Kartika (2020); Asbari (2020); Wibowo (2020) Limited communication of system changes leading to inconsistencies in the system resulting from documentary errors, low credibility of the management system to management, employees, suppliers, customers and other interested parties. Having little control over the information generated at different locations can lead to inability to integrate information and decreased control by the ISO management system manager. Lack of in-depth analysis of records and information generated from the system, can result in lost revenue due to repeated errors , taking excess time to implement surveys to

customers. The absence of a simple system so that automatically there will be findings such as, the management system loses all the success of preventive and corrective actions. Products and services lose credibility and quality to stakeholders and non-conformities recur.

## CONCLUSION

The conclusion that can be drawn from the results of this study is that the application of ISO 22000, ISO 9001, ISO 14001 and ISO 45001 has a significant effect on financial performance. The implementation of an environmental management system has a positive effect on the achievement of financial performance in companies that have obtained ISO 14001 certification. ISO integrated management system is a combination of several ISO management systems including ISO 9001, ISO 14001 and OHSAS 18001. This ISO management system can be integrated if it meets the requirements of an integrated management system. ISO Integration Management System is a series of related elements and can be used to establish policies and organizational objectives including planning activities, accountability, practices, procedures, processes and resources. For organizations that have a quality management system ISO 9001, ISO 14001 and ISO 45001 can implement the system together to meet the interests of different standards. This is very efficient because every organization or company that has two or more management systems can be audited at the same time. Benefits of Integrating ISO 9001, ISO 14001 and ISO 45001 for Companies - If there is a company that already has ISO standards and management systems and has obtained ISO 9001, ISO 14001 and ISO 45001 Certification, the ISO management system is highly emphasized to integrate its management system with Integrating Management System in order to unify all of its business components into one management system.

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